

Mowi Barbecue Salmon Supports Sayward Seniors

Mowi Canada West helped a group of seniors escape the COVID-19 blues on July 31.

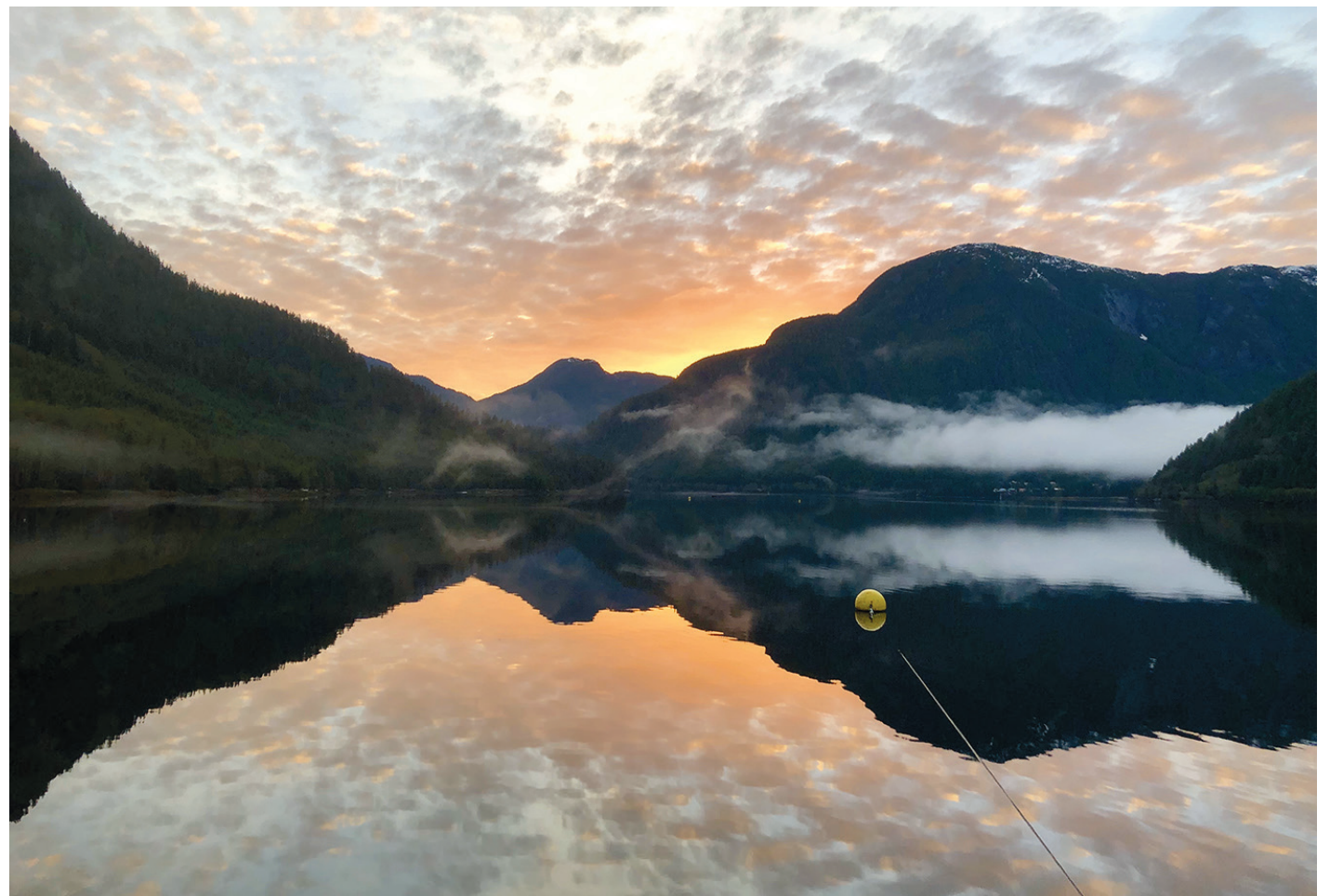
The Mowi salmon BBQ enabled the **Sayward Community Recreation Association** to deliver a lunch-box meal of barbecue salmon, rice noodles, salad, a homemade bun and cookies to 65 seniors.

"The luncheon was originally scheduled for the spring," Ann Vansnick, the President of the SCRA told the *Campbell River Mirror*. "Mowi has been a big supporter over the years in different events that have happened in our small community," she said. "COVID-19 meant that our hall is closed and our yearly event of a spring luncheon got cancelled. Mowi would donate salmon for it, but instead offered to bring up their mobile barbecue and do a luncheon for our seniors".

"This is a free lunch," she adds. "We had volunteers from our community deliver the lunch to all that signed up and ones that helped get it all ready. Mowi had two workers come to volunteer too. What a great group!"

Cori Wheeler, Barbecue Chef and Event Coordinator for Mowi Canada West, says they received great assistance from **Kyle Hickman** (Dalrymple Hatchery) and **Karl Huber-Stefiuk** (Big Tree Creek Hatchery).

Vansnick also provided a shout-out to the SCRA Heritage Hall for



What is the best part of your day? See our photo contest entries on Page 6

helping, as well as the volunteers that helped it all come together.

"It was a great day. I so appreciate Mowi for offering to do this," she adds. "I feel we need to honour our seniors, and this is a nice way of saying thank you for what you have done over the years.

"They need to be shown we care about them, and it is usually a great get together for them. This year was different, like

everything, so doing stuff like this makes my heart happy, and that is what life is about!"

The luncheon tradition was originally a Christmas dinner event, started by **Joyce Dustins**. The SCRA started a spring event last year to honour Joyce, who has passed away. The COVID-19 pandemic caused the event to be canceled, until the SCRA set its sights on the July 31 date.

With seniors identified as

high-risk regarding COVID-19, it was decided to try the boxed-lunch route to comply with social distancing measures. Vansnick took special note of Mowi's offer to bring its mobile barbecue to prepare the salmon.

"The older people always look forward to seeing their friends at the event. Since most of them don't live close to each other, they don't always get to see other people," Vansnick told the *Mirror*.

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Kwa'lilas Hotel: A Home Away From Home For Mowi



Port Hardy's **Kwa'lilas Hotel** is a popular meeting place for Port Hardy residents and visitors, including **Mowi Canada West** team members, for meetings and overnight accommodation.

The Kwa'lilas Hotel, Port Hardy's premier First Nations destination hotel offers 85 guest rooms and a curated selection of authentic local Indigenous arts and culture.

Kwa'lilas is a Kwak'waka word used by the Gwa'sala-Nakwaxda'xw people, meaning "a place to sleep". A group of Elders chose this word in hopes that travelers and guests would find a peaceful rest after a day of exploration on the Northern Vancouver Island.

"Mowi's partnership plays a strong role in solving some of the community's biggest employment and development challenges," says Acting General Manager **Enrique Toledo**. "Generosity is part of what makes us human, and nearly all organizations have strong traditions of giving and caring for their communities. But at every level of wealth, individuals face common yet broad decisions about giving."

"We believe that when people have the right tools, information, and inspiration, they will give more and give well. Our relationship transcends the basic needs of rooms, events environments, catering and transactional activities."

Toledo points out that at the hotel level, the Kwa'lilas is committed



to providing a memorable experience using their three step model: Legendary attention to detail, Being guest-centred, and Exceeding guest expectations.

"Our culinary approach provides nourishment for body, soul, and spirit," he says, noting the property's attention to detail. "Made from seasonal harvests and ingredients, our food is fresh, flavourful, and inspired. We merge rich culinary skills with the bounty and beauty of Port Hardy to satisfy appetites and cultivate tastes never craved."

In regards to being guest-centered, he adds, "With such an unparalleled building and setting, it would be very easy to simply bring people to the property and let the art decor

take care of everything else. Most of our guests would be very satisfied, but we do not do that. Our staff are incredibly competent, professional, and attentive, and important to our community narrative. We are committed to providing magical experiences."

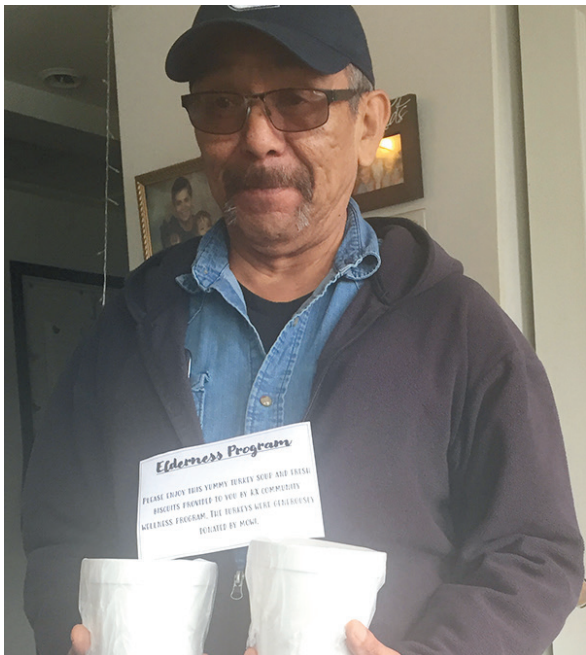
The Hotel is known for exceeding the expectations of guests.

"The Kwa'lilas Hotel is dedicated to the path towards sustainable tourism because it is the right thing to do," he states. "We are committed to maintaining the highest environmental practices while delivering value to our guests, a safe workplace for our employees, and a lasting legacy for our families and community."

The Kwa'lilas Hotel has been nominated for several awards, including **the Vancouver Island Real Estate Board Commercial Building Awards, and the Grant Thornton LLP Vancouver Island Business Excellence Awards**. It was built by **the k'awat'si Construction Company**, under the umbrella of **the k'awat'si Economic Development Corporation (KEDC)**, which was formed in 2014.

The building makes extensive use of local cedar and the design is meant to resemble the traditional big house style with a smoke hole at the top of the building. Traditionally, when visitors see smoke coming from a big house, it means welcome.

Mowi Supports Kitasoo/Xai'xais Community Wellness



Community members Pat Brown Jr, Anthony Robinson and Lester Neasloss appreciated the Elderness Program food.



Rose Hopkins

The Kitasoo/Xai'xais Community Wellness team provides programs to the community that focus on the health and wellbeing of each individual. Before the Coronavirus, they gathered to teach cultural activities such as jarring fish, beading, traditional regalia making, cedar bark weaving, etc. When the COVID-19 pandemic hit, they focussed more on the well-being of individuals. The challenge was to provide

them with activities they can do in their own home or social bubble such as 30 minute walks, bike riding, hiking, swimming, etc. Through the month of July, 48 people took part by posting photos of themselves in action. Mowi donated some

prizes to encourage people to participate, and 10 of them won prizes. Rose Hopkins was one of the lucky winners. The Community Wellness team also used another Mowi donation to provide a tasty meal for the elders

in the community. There were some leftover turkeys from another delivery and the ladies of the Community Wellness team used them to prepare turkey soup and biscuits to hand out to all Junior and Senior Elders of the community.



From left, the KX Community Wellness team: Ellen Robinson, Francine Brown and Holly Hopkins

Outside your bubble

An illustration showing a group of people sitting on the ground outdoors, engaged in a meal or activity. Three double-headed arrows indicate a 2-meter distance between individuals. The background is a solid pink color.

2 meters

2 meters

2 meters

COVID-19 IN BC

For These Four, Working For Mowi Really Is Like Family

When **Casey, Darrell and Jerry Block** and **Brandon Barton** say that employees at **Mowi Canada West** are like family, they aren't kidding.

Working for the company is a true family affair for the Block brothers and cousin Brandon Barton. Darrell has been with Mowi for five months, Casey for three years, Jerry for seven years and Brandon for the past five years. They don't all work in the same location, but they all like the fact they're able to work for the same company, and it's drawn them closer together as a family.

Other people within the company think it's great that the family members can work together.

"I only ever hear people complimenting myself and my brothers on our work ethic and dependability, and some office higher-ups have told me they're

super happy to have us all work here," Casey notes. "Sometimes people crack a reply when they see any of us together like, 'Here comes trouble', or 'double trouble', and they're smiling, of course. People think it's pretty great having more of our family work here. It reflects well on the company, and people say it must be a great place to work if so many of us work here."

Casey is a 150-ton captain and runs the *Victory VI* tugboat for Mowi, which primarily tows the company's hydro de-icing barge called the *Freedom 65*. He has been with Mowi for just over three years.

"While on the barge I operate the equipment on board, and also maintain the equipment, doing generator oil changes, regular greasing of cranes and capstans, cleaning up the barge, painting, and fixing and replacing things as needed," he says.

The barge is kept busy, utilizing the cranes and capstans and moving different types of freight out to the sites, as well as removing and re-installing can-buoys.

"I also use the tug to tow company infrastructure around, like floats, sheds, pen system pieces, and general towing as needed," he says.

"Mowi is a great company to work for, and I am proud and happy that me and my brothers all have great positions within a great company," he notes. "Mowi is very understanding and values families and family time."

"Unfortunately we do not work physically together and rarely if ever see each other at work, since we all play different roles within the company," he adds. "But the result of us all working together on our personal life has been great."

With Darrell being land-based and Jerry and Casey

working an 8-to-6 shift, it enables them to see a lot more of each other and their families overall.

"That means more full family meals at mom and dad's for sure," he says. "It's awesome, and it makes for a good debate at times, having different views on things within the company. All in all, it's really great. We all have great employment with an awesome balance between work and home life."

Cousin **Brandon Barton** is Fresh Water Projects Electrical Supervisor at Dalrymple and Big Tree Creek hatcheries, although he has also worked at other fresh water sites like Fresh Water Farms, Glacial Creek and Ocean Falls.

He started with Mowi in August, 2015, originally to help with the large expansion projects at Dalrymple and Big Tree Creek.

Along with another electrician, **Trygg Carlson**, he

takes care of the electrical side of projects being performed by the Fresh Water Projects Crew, including some design, ordering, permitting and installing.

"It's been great having Darrell join the Mowi team at Dalrymple," he says. "He has helped out a lot, tackling the maintenance portion of the electrical. I think it's been a great fit for everyone. It is the second time we have worked alongside each other, as in our late teens and early 20's, we worked together on the TimberWest Sawmill's student clean-up crew."

Brandon chuckles when thinking about the impact on family life.

"It hasn't changed much, other than giving us another thing to talk about when we golf together," he laughs. "Each of our parents think it's great. Our dads used to commercial fish alongside each other in the 1980's and 90's, and we're carrying that on in a bit of a different way."

Darrell Block is a Read Seal Industrial Electrician at Dalrymple Hatchery, and is the site's maintenance electrician. He has been in the position for five months now.

"I do all of the corrective and preventative electrical maintenance at the hatchery as well as assisting our millwright with some mechanical maintenance," he explains. "A normal work day will include troubleshooting faults and failed equipment, installing new equipment, and researching/ordering parts."

Darrell and Brandon worked at the Elk Falls sawmill for four years, so they've enjoyed being able to work together again.

"It definitely made my transition to working at Mowi easier, having a close family



Brandon Barton



Jerry Block



Casey Block

member as one of my supervisors," he notes. "I give him a hard time every now and then to lighten the mood with a comment like 'Whatever you say, boss', etc."

Good-natured ribbing also comes with the territory, as Darrell observes, "Most people think it is pretty cool that we get to work together. I have gotten a few comments all in fun like 'I wonder how you got this job', and 'must be nice having your cousin get you a job,'" he laughs. "Brandon and I have always been close so working together is easy for us as we get along so well," Darrell adds. "The biggest downside is we can't find the time to golf together anymore because we are on slightly different shifts!"

Jerry Block is Assistant Manager at Bull Harbour, and has been in that position most of his career, which started in February, 2003.

His responsibilities include plankton/water quality control, and knowing how and when to implement the systems that are in place to keep fish alive and happy

during harmful plankton and poor water quality.

"A big part of this is making sure we have clean nets at all times, and we are all currently learning more about the effects of hydroids and jelly fish on our salmon," he observes. "I also make sure all equipment on site is maintained and working well at all times and make arrangements for contractors to come to site as needed, this includes

any and all issues whether it be for safety concerns that need to be addressed or just a simple scheduled vessel maintenance day.

Safety has always been his priority.

"I ensure all new and current staff are trained properly and daily, and make sure myself and staff have adequate training and courses to do our jobs safely and correctly," he states. "I make sure everyone on site is



Darrell Block

being the safest they can be at all times."

He doesn't get to work directly with other family members due to him being at Bull Harbour, but he did say, "I did get to spend a very short amount of time with my brother Casey when he arrived at Bull Harbour late one evening to tow some bird stands early the next morning. It's always good to see family, even for a short visit!"

He would welcome the opportunity to work closer together within the company in the future.

"My friends and family think it's good we all work for Mowi, and who knows? Maybe we'll have the chance to work together in the future," says Jerry. "That would be awesome, as it's always good spending time with family and learning from one another."

Golden rules for everybody



Practice physical distancing



Clean your hands



Stay at home if you're feeling ill - no exceptions



Increase cleaning at home and at work



Stay informed



Cover your cough



Minimize non-essential travel

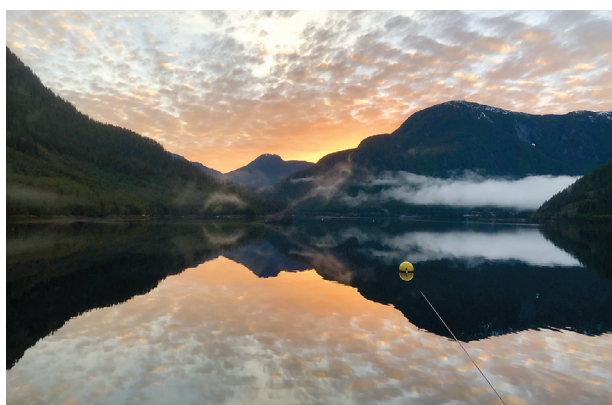


Make spaces safer

COVID-19 IN BC

Mowi Photo Contest: What is the best part of your day?

Once again, there were many great submissions to our Mowi Canada West team photo contest. The theme for this part of the competition was "What is the best part of your day?" We had some great submissions, the best of which are shown here. Thank you to everyone for your contributions, and look out for the next part of the competition, coming soon.



Brandon Barton, Fresh Water Projects Electrical Supervisor at Dalrymple and Big Tree Creek, has been with Mowi for five years.

Where photo was taken: On the float house at Ocean Falls.

What is it about the scene that makes it the best part of the day: "Working in the Fresh Water Projects department I have been able to visit quite a few Mowi sites, and with that comes the added bonus of seeing some pretty spectacular areas of British Columbia."



Tina Garlinski-Gonsky, Indigenous Relations Manager, has been with Mowi for eight years.

Where photo was taken: In Klemtu.

What is it about that scene that makes it the best part of your day: "By far the best part of my job is spending time with elders and children in the communities I am so blessed to work in. This is my good buddy Gabe and Shaelyn. The kids love to come and hang out with me and sit in Fabian's chair."



Curtis Palmer, Hatchery Technician at Ocean Falls, has been with Mowi for four years.

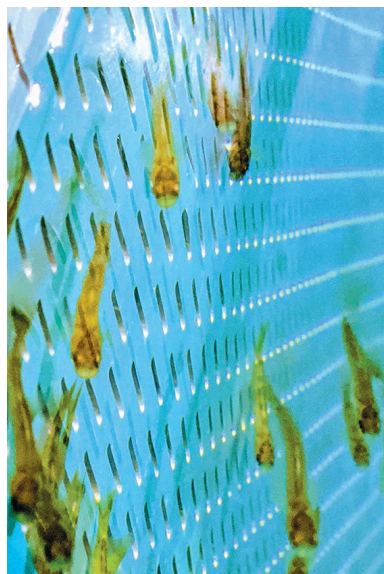
Where photo was taken: The wharf at Ocean Falls.

What is it about the scene that makes it the best part of the day: "Getting to see that view on my walk 'home' from work."

Kyle Hickman, Hatchery Tech 2 at Dalrymple, has been with Mowi for one year.

Where photo was taken: Dalrymple 6 meter A.

What is it about the scene that makes it the best part of the day: "This picture represents the best part of my day because seeing the fish grow from so small all the way to smolts is one of the most satisfying things about my job!"



Josh Squires, Saltwater Site Tech Level 1 at Sonora, has been with Mowi for a year and a half.

Where photo was taken: Shaw Point.

What is it about the scene that makes it the best part of the day: "On almost any given day,



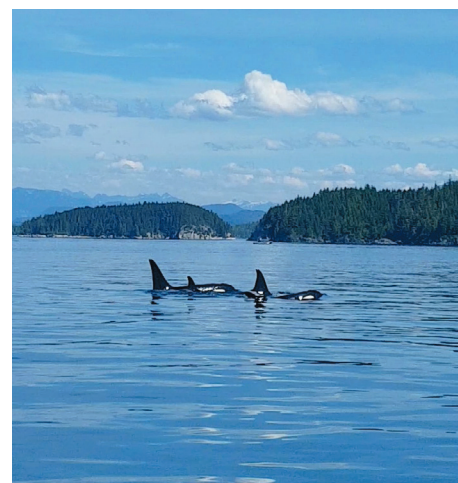
you can wake up, grab a coffee, go outside, and be blessed with a view most people only get on their TV. I've always been truly fond of nature, so to me that is the best part of the day."

Travis Shaw, Captain "Blue Stryker" at the Broughton Operations, has been with Mowi for four years.

Where photo was taken: Blackfish

Sound near Swanson Island.

What is it about the scene that makes it the best part of the day: "Being in operations, we tend to bounce around a lot from project to project. It's a wonderful experience to have a pod or pods of whales pull a 'stop work' card, mid trip, and allow us to breathe in the stunning beauty of our coast and bond with it in a way that many never could even imagine!"



Mohamed Mallem is a Sea Site Technician at Sonora, and has been with Mowi since March.

Where photo was taken: In the lab of the Sonora site.

What is it about the scene that makes it the best part of the day: "The scene describes the first thing we do in the early morning before any other duty on site: Plankton analysis. If there is no harmful Plankton, we know that the Salmon are happy and everybody will be happy, and as a result, we expect a happy day with Mowi."



October 26-30 Is Mowi Global Safety Week

Mowi Canada West's Health and Safety Advisor has a straightforward goal for Mowi Global Safety Week, which is set for October 26-30.

"No matter what part of the world you live and work in, we want our employees to know that they are safe at Mowi," says **Dan Pattison**.

The event is to raise awareness, celebrate the company's safety achievements and renew commitments to a safe workplace everywhere Mowi operates.

"This is the first safety event that includes all of the Mowi

business Units across the globe," he says. "We meet on a regular basis with coordinators from other countries such as Europe, Asia and America to ensure we all have a coordinated and structured approach."

Events during the week will include daily released one-point workshops, the release of a new global safety policy, new media to share and online quizzes that employees across the globe can participate in together.

"In Canada, we will also be putting on online forums to refresh our safety culture training

and guest workshops that target issues such as ergonomics and confined space/gas detection," he adds.

Mowi's monthly photo contest for September will challenge workers to take pictures of what safety means to them, and there is a global "What does Safety mean to My Life" competition where participants can enter short video, pictures or sound clips and express what safety means to them. "These will be voted on and winners will receive global recognition for their contributions," Pattison notes. "Guidelines on how to participate

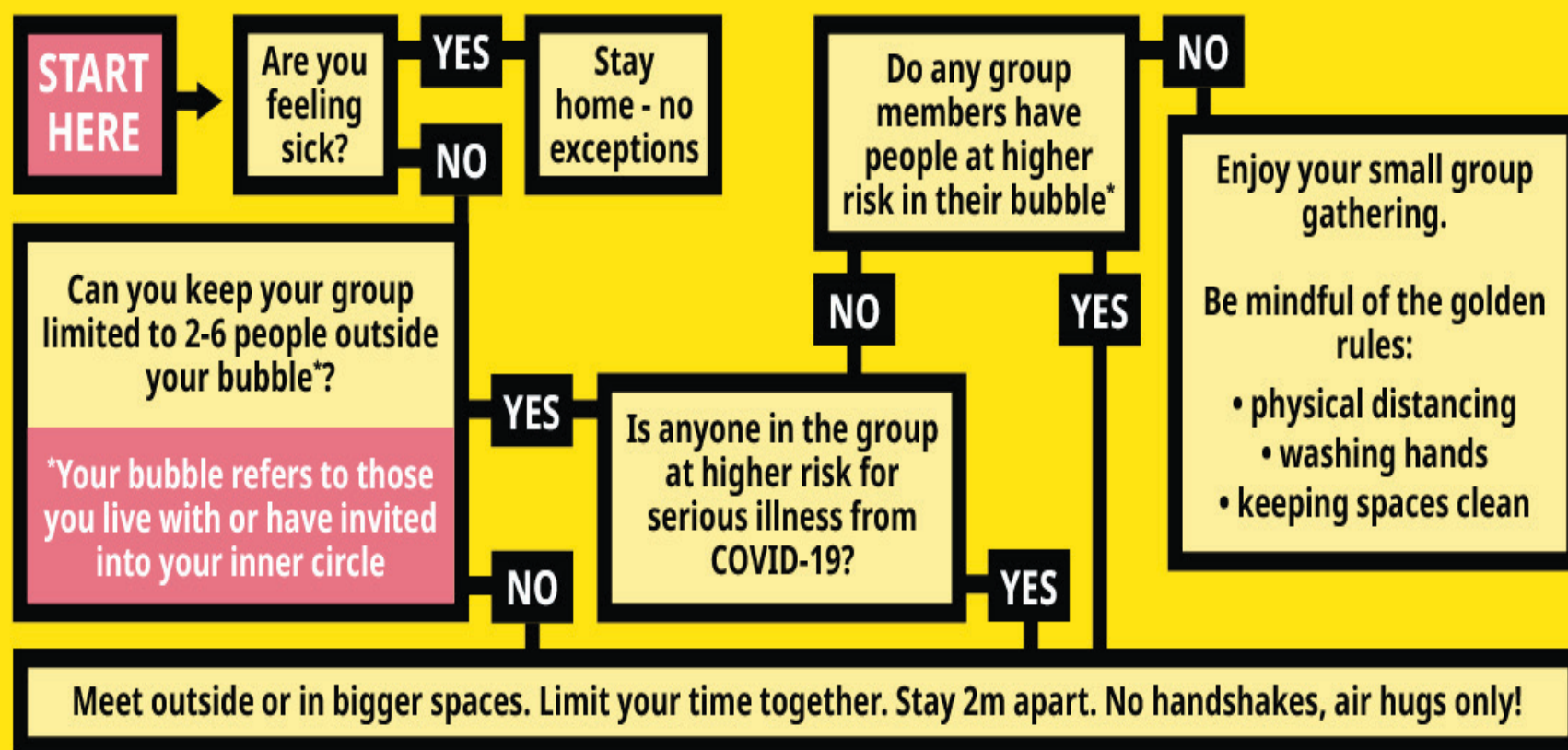
will be released in late September."

This is the first time that Global Safety Week will be held.

"It was first announced last September at a global safety gathering in Norway," he notes, adding that safety is a key priority at Mowi.

"There has never been one before, but we have seen great success from our BrainSafe Program, which was a global initiative that started in 2011," he says. "Part of this celebration is to refresh those values and renew our commitment to our BrainSafe culture."

Social gatherings: what to consider



DATS Inspection Module Making Input Simpler

Mowi Canada West has just completed implementing a new Inspection Module for DATS (Digital Access Tracking System), the latest addition to the company's Health & Safety training system.

Health and Safety Advisor **Dan Pattison** notes the project is part of an initiative to streamline Mowi's safety reporting process, enhance the ability to track and complete safety actions, improve communications and transition to a modern paperless system.

"DATS has been instrumental in our awareness level training and retention of certification records for many years," he notes. "In the last couple years, we have implemented an incident reporting process, safety meeting process and emergency drill process into it. It allows a high level of automatic communication and interaction as reports are created, as they generate tasks which can then be followed up on by their respective departments.

"It also allows for simple sharing of information and multiple employees can comment and cooperate remotely on reports. The DATS system allows Managers at all levels to stay in the loop when it comes to safety concerns and the actions being taken to address them in a timely fashion."

Complaints have been few, but some claim it isn't as user friendly as it could be. The new Inspection System is a bit different, as it is a much simpler module to use.

"Essentially, when a safety inspection is due, it populates a notice (in the form of a red dot) on the users DATS dashboard. By clicking on it, the report is opened," Pattison explains. "A user can simply check off the

Monthly Safety Inspection Report > Dalrymple Hatchery
← Back To Template Selection

Information regarding Monthly Safety Inspections can be found in the Mowi Canada West Health and Safety Program Section 14.

Monthly facility inspections are recurring and need to be completed by the last day of each month.

Please rate items as:

- A - High Risk
- B - Moderate Risk
- C - Low Risk

Inspection Details

*Inspection

Monthly Safety Inspection Report > Dalrymple Hatchery

*Completed By

x

Q

Click the magnifying glass to make a selection

*Date Completed

08/31/2020

📅

🔧 Fire Protection

Criteria	✓	x	🕒	A/B/C	Notes
*Fire Extinguisher - Every extinguisher has been shook to ensure the powder remains loose inside.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	▼	
*Fire Extinguisher - Extinguishers are wall mounted, clearly marked, free of physical obstructions and inspection tags initialed by inspector.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	▼	
*Fire Extinguisher - Extinguishers have had their annual inspection (within one month of expiry organize inspection).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	▼	
*Fire Extinguisher - General Condition is good, pressure is adequate, no excess rust and the pin is in place.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	▼	
*Early Warning Detection - Detectors tested as per manufactures instructions (push button on the front and wait 1-2 sec. for alarm to activate).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	▼	
*Early Warning Detection - Multi Gas and CO detectors near appliances and 4 to 5 feet off the floor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	▼	
*Early Warning Detection - Smoke detectors in all buildings and positioned to be effective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	▼	

🏠 First Aid Station

Criteria	✓	x	🕒	A/B/C	Notes
*Emergency Medical Transport Kit - Spine boards, baskets, straps, blankets and other associated safety equipment are readily accessible, ready for service and free of obstructions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	▼	
*Emergency Survival Kit - Kits are full with no expired or damaged equipment within.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	▼	

The new DATS Inspection Module

prescriptive boxes, submit the form and call it a day. "Actions are created automatically and everyone involved gets notifications that the report has been completed and what actions are needed in response to deficiencies. It streamlines a process and makes it extremely simple for even the most inexperienced DATS user, which is something I think everyone will appreciate." "The web based system has encouraged individual participation in completion of training and

advancing in technician levels," notes DATS Administrator **Joy Stowe**. "It's very easy for managers to see where their employees need more focus. It's now much easier to ensure that the most up-to-date Standard Operating Procedures are communicated to everyone." "The best thing about the new Inspection Module is the automatic creation of a task for any deficient items. Any deficiency noted in the paper form system could get overlooked from one month to the next, so this keeps it visual." Mowi's DATS journey started in 2012, coordinated by Occupational Health and Safety Manager **Blaine Tremblay** who along with Joy developed the initial documentation with support from the DATS company. "The Digital Access Tracking System developers have an excellent team who help employers design a system that works for their specific purposes," states Stowe. "Ours was initially set up



DATS Administrator Joy Stowe

to track training and competencies of employees. Competency is important to us. We've added Meetings, Drills, Investigations and now Inspections."

What is DATS?

DATS is a web-based application that can help your company implement a variety of management systems.